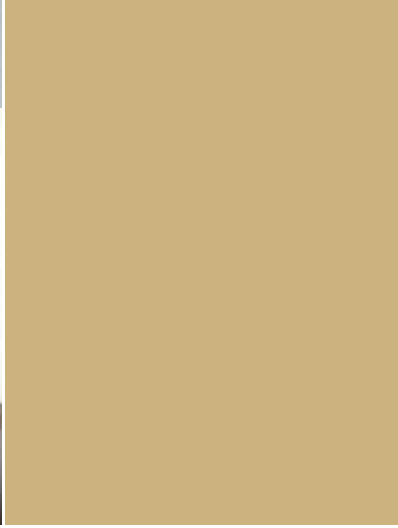
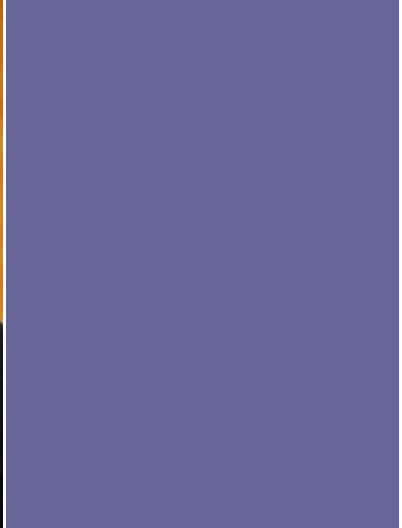
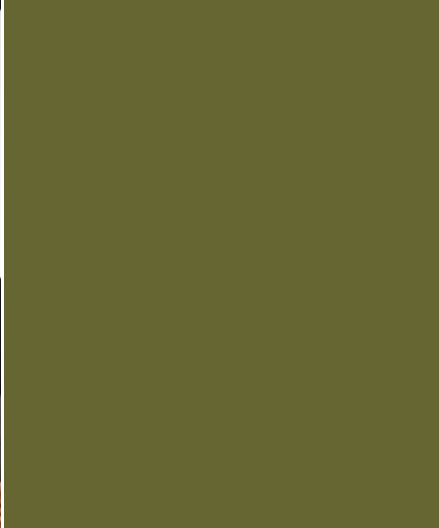
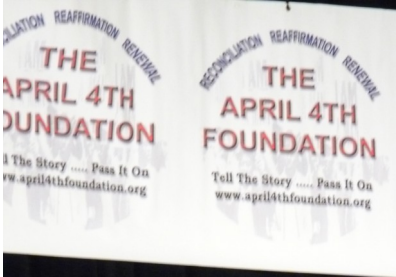
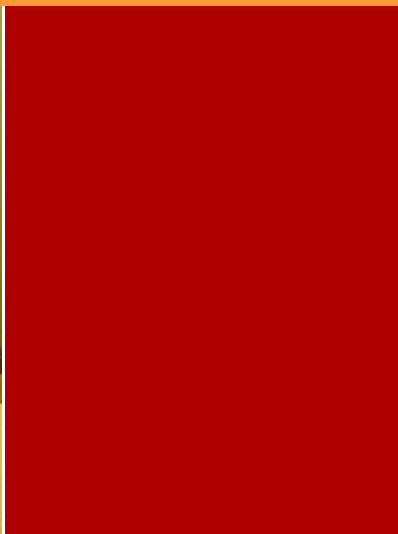
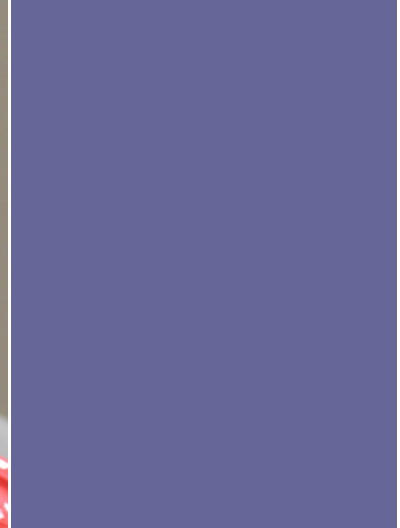
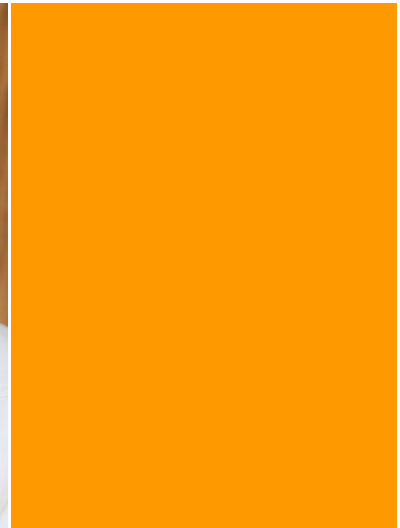
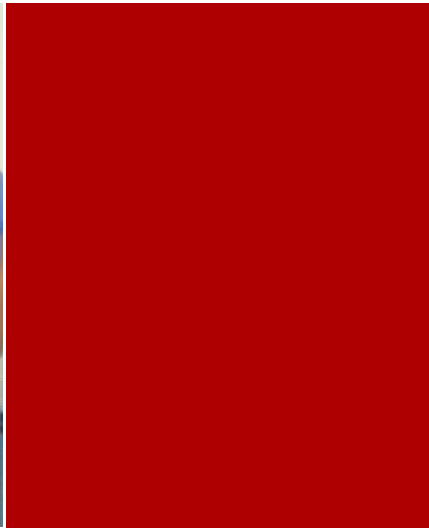


TENNESSEE HUMAN RIGHTS COMMISSION

2008-2009 ANNUAL REPORT







**TENNESSEE HUMAN RIGHTS COMMISSION
CENTRAL OFFICE**

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Nashville, Tennessee 37243-1219
(615) 741-5825 Fax (615) 253-1886
www.tn.gov/humanrights

The Honorable Phil Bredesen
Governor
State of Tennessee
Nashville, Tennessee 37243-0001

Members of the General Assembly
State of Tennessee
Legislative Plaza
Nashville, Tennessee 37243-0001

Dear Governor Bredesen and Members of the General Assembly:

I am pleased to provide you with the Tennessee Human Rights Commission 2008-2009 Annual Report which covers the period July 1, 2008 through June 30, 2009.

We continue to make a difference by delivering our services in an efficient and effective manner.

This report highlights the work accomplished for the citizens of our state by our dedicated staff. We closed a record number of cases in housing; enhanced our case processing in employment; and increased our mediation services to the public. We provided education and outreach to the public throughout the year reaching more than 2 million persons through our web site, the media, and in partnership with other organizations. We continue to present special education programs to employers and housing providers with our annual Employment Law Seminar and Fair Housing Matters Conference, which is a collaborative initiative of other state and nonprofit groups in housing.

We recognize that like this past year there will be challenges in the future. The staff and I remain committed to our mission of eliminating and preventing discrimination in Tennessee.

Thank you for the opportunity to serve.

Sincerely,

A handwritten signature in black ink, appearing to read "Beverly L. Watts".

Beverly L. Watts
Executive Director

MESSAGE FROM THE CHAIR



As the newly elect Chair I am pleased and proud of the accomplishments outlined in this 2008-2009 Annual Report. The agency initiatives in enforcement, education, and outreach drive our mission of preventing and eradicating discrimination in employment, housing and public accommodations.

The commitment and dedication of Commissioners and staff to equal employment opportunity and fair housing promotes the vision of Tennessee as a place free from discrimination. We understand that there are ongoing challenges ahead and recognize the need to redirect ourselves by developing effective strategies and methods for implementation.

My pledge is to continue the legacy of previous Chairs of this body by identifying and leveraging leadership opportunities that will enhance service to our citizens, constituents and stakeholders. I want to thank the Governor and the Legislature for their continued support and my fellow Commissioners for allowing me the privilege of serving as Chair.

The work the Commission does benefit all citizens of Tennessee.

Sincerely,

A handwritten signature in cursive script that reads "Patricia Pierce".

Patricia Pierce

Chair

TENNESSEE HUMAN RIGHTS COMMISSION

2009 ANNUAL REPORT

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OUR HISTORY

The Tennessee Human Relations Commission was established in 1963 by Governor Frank Clements with the primary function of advising the public on human right laws. Its responsibilities included to encouraging, promoting and developing fair and equal treatment and opportunity for all persons regardless of race, color, creed or national origin. In addition to cooperating with the Tennessee Council on Human Relations and other government agencies and groups, the Commission was to research, study and make reports on race relations as well as annually and periodically report to the Governor on its activities.

The Tennessee Commission on Human Development was created by the Public Acts of 1967. This Act continued the functions of the previous Human Relations Commission and expanded protections to include sex and to adopt rules and regulations to govern the proceedings of the Commission.

In 1978, the Legislature passed the Tennessee Human Rights Act which gave the Commission enforcement powers. During subsequent years the Legislature made changes to the Tennessee Human Rights Act. Amendments to the act in 1979 and 1980 expanded coverage to prohibit discrimination against persons with disabilities and persons aged 40 and over. In 1983, the name of the agency officially became the Tennessee Human Rights Commission. In 1984, another amendment was made that included provisions prohibiting discrimination in housing. An amendment that was added in 1990 expanded housing protections to include prohibitions against discrimination based on familial status and disability.

The Commission has substantial equivalency with the U.S. Department of Housing and Urban Development (HUD) and the U.S. Equal Employment Opportunity Commission (EEOC). This relationship allows the Commission to dual file and process complaints of discrimination in housing and employment as well as enforce the policies set forth in Title VII of the Civil Rights Act, Title VIII of the Fair Housing Act, the Americans with Disabilities Act and other federal civil rights laws.

The Commission operates with a staff of twenty-nine with offices in Nashville, Memphis, Knoxville and Chattanooga.

OUR PURPOSE

The Commission's purpose is to identify, prevent and eliminate discrimination in housing, employment and public accommodations through the receipt, investigation, and litigation of allegations of discrimination. We seek to safeguard citizens from discrimination by providing leadership and developing community-based education and outreach to promote an understanding of our work.

OUR COMMISSIONERS

The Commission is governed by a 15 member Board of Commissioners appointed by the Governor to serve terms of six years. Five commissioners from each Grand division of the state are appointed to serve on a non-partisan basis. They represent employers, business owners, religious groups, trade unions, human rights groups and the public. The Board meets six times a year to exercise its authority as defined by the Tennessee Human Rights Act.

East Tennessee



Patricia Pierce
6/30/2014

Yusef Hakeem
6/30/2009



Ralph Davis
6/20/2012



Edwin P.
Osborne
6/30/2012



Ruby Miller
6/30/2013



OUR COMMISSIONERS



OUR COMMISSIONERS

West Tennessee



Dennis E.
Blalock
6/30/2012

David J. Cocke
6/30/2012



Robert E. Jones
6/30/2013



Nathan B. Pride
6/30/2015



Jocelyn
Wurzburg
6/30/2013



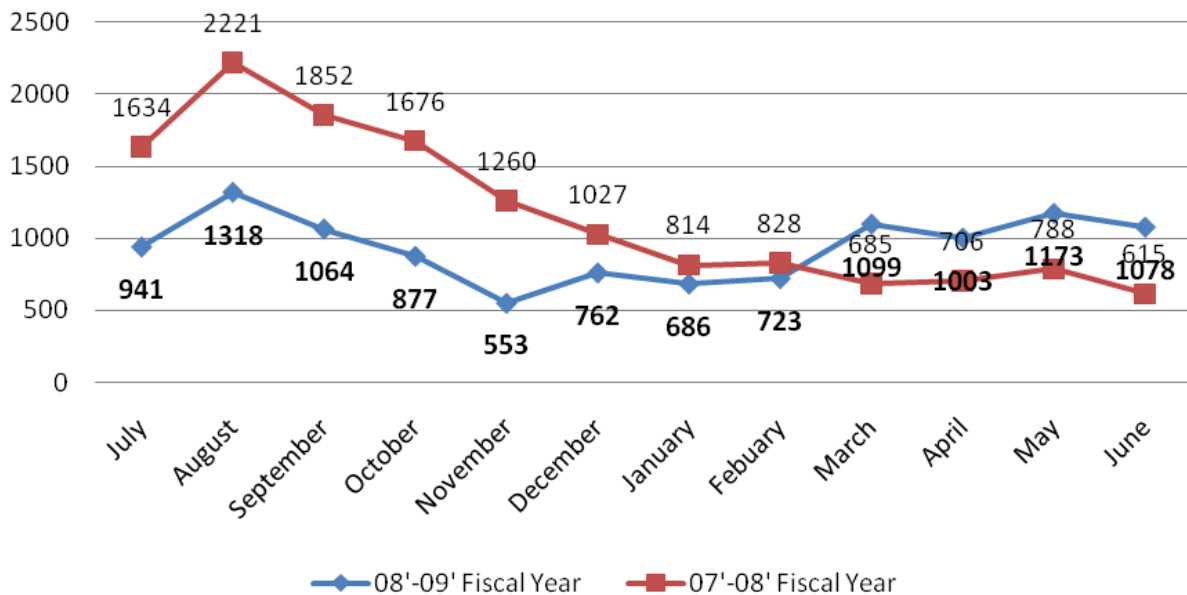
CUSTOMER CARE & INTAKE

The initial contact with the Commission usually comes in the form of a phone call to seek information and/or to obtain a form to file a complaint of discrimination.

Customer service receives all calls, mail and in-person contacts on a daily basis for the agency. In fiscal year 2008-2009, the Commission received and answered approximately nine hundred (900) calls per month totaling more than 11,000 calls. The vast majority of these calls seek information on what discrimination is. Requests for forms to file complaints of discrimination were sent to approximately 1900 persons. Customer service for housing is usually conducted in the Knoxville office. The housing department received approximately 900 calls and sent out approximately 300 complaints forms. Housing received 221 inquiries which consisted of 145 complaint forms and 76 inquiries received through Title Eight Automated Paperless Office Tracking System (TEAPOTS) from HUD.

Signed complaint forms are it is sent to the Intake Unit for Employment or Housing. The majority of intakes are employment charges. Intake determines jurisdiction, notifies the respondents of the charges filed against them, receives the respondent's position statement, and enters all charge information into either the Integrated Mission System (IMS) for employment or TEAPOTS for housing prior to the investigation.

Incoming Telephone Inquires



ENFORCEMENT

The identification, prevention and elimination of discrimination occurs through the enforcement efforts of the Commission. This is accomplished through the Employment, Housing and Legal Divisions which receive, mediate, initiate investigations and litigate allegations of discrimination. Persons who believe that they have experienced discrimination in employment, housing or public accommodation may file complaints if the alleged discriminatory action occurred no more 180 days from the time of filing.



MEDIATION



While many people are aware that they can file complaints of discrimination with the Commission, what is less known is that the Commission offers mediation as an option for resolving employment complaints. Mediation is a quicker way to resolve complaints than the traditional investigation or litigation routes.

The Commission offers free mediation to all parties involved in the complaint investigation process for employment cases. During the intake phase, or the initial phase immediately after the filing of a complaint, the parties are notified that they have the option to mediate their dispute. All mediations are voluntary and confidential. If an agreement is reached the case is dismissed. If an agreement is not reached the case is returned to the investigative process.

Mediation is not only helpful in resolving employment discrimination complaints efficiently but it is also effective at allowing employers and employees to fully discuss all issues that affect the workplace in a secure and controlled environment thereby leading to a more productive working relationship. Employees often have the opportunity to see things from their employers' perspective and employers gain insight into how certain workplace policies or procedures actually affect those who they employ.



Since the reinstatement of the Commission's mediation program in January 2009, the Commission's eight Rule 31 trained mediators have conducted thirty-four mediations of employment discrimination cases, nineteen of which were resolved resulting in \$94,578 in monetary benefits for the complainants. Parties were able to negotiate settlements that include monetary compensation, reinstatement of jobs, transfers, and training.



EMPLOYMENT DIVISION

During fiscal year 2008-2009, the employment division received 976 inquiries and accepted 577 complaints for investigation of which 518 were dual filed with the EEOC. The additional 59 charges were filed under the Tennessee Human Rights Act only.

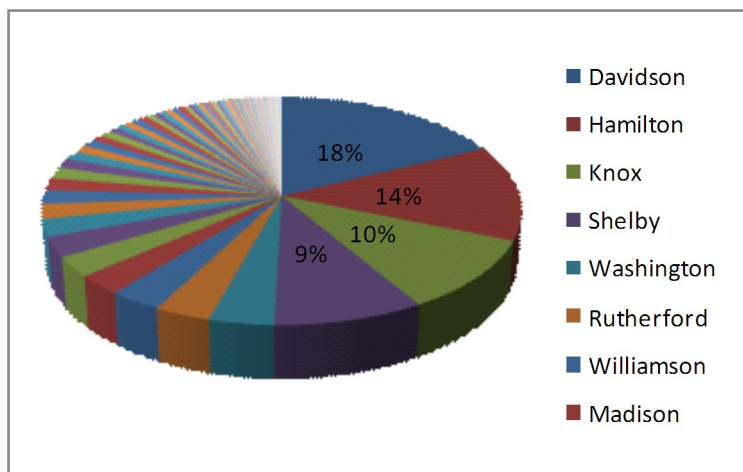
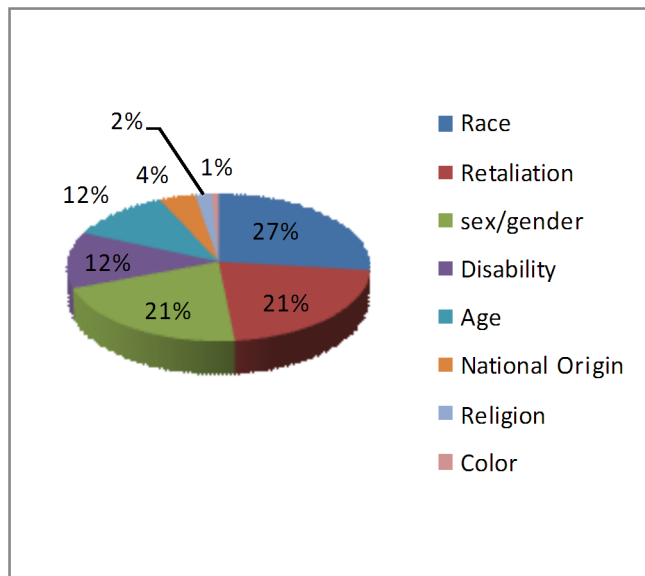
The goals of the employment division were to decrease the average case processing time and to increase closures to meet and exceed our work sharing agreement with the EEOC. Due to continuing personnel turnover and a lack of resources, we were unable to meet goal of closing cases in 180 days, and instead closed employment in 289 days. To help overcome this challenge we identified and cross-trained six current staff in other functions.

The leading bases for complaints filed are race (247), retaliation (195), sex (224), disability (139) and age (140).

The most common discriminatory actions or issues were intimidation (326), discharge (314) and harassment (233).

More than half of all complaints were received from the four largest counties. Davidson (100), Hamilton (77), Knox (58), and Shelby (51).

The employment division closed 506 cases of which 456 were dual filed with EEOC and 50 were THRC only cases. Of these, 4 were cause findings, 29 were withdrawn with benefits, and 343 were closed as no cause. Benefits and Settlements totaled \$278,525 including settlements and mediations.



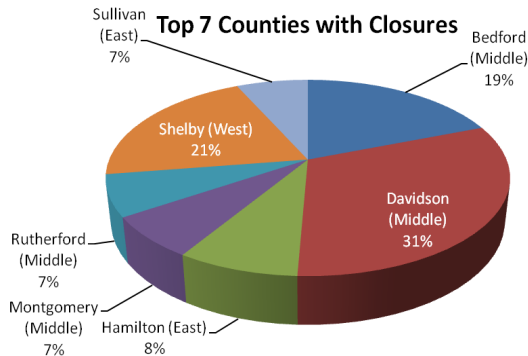
HOUSING DIVISION

During the fiscal year of 2008-2009, the housing division received 221 inquiries and accepted 145 complaints for investigation.

The majority of complaints filed on a single basis in housing were based on disability (39), race (24) and familial status (11). Thirty four (34) complaints were filed based on multiple bases.

The goals of the housing division were to close fifty percent of all cases within 100 days and to meet and/or exceed closures in our cooperative agreement with the U.S. Department of Housing and Urban Development.

The division closed 122 cases which was an increase over the last fiscal year.

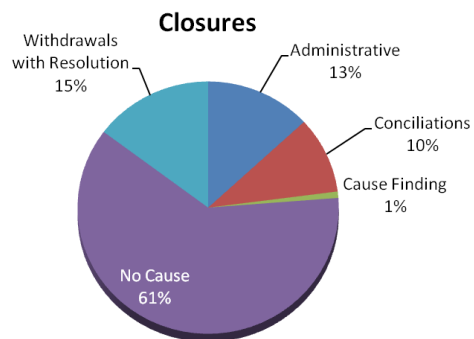
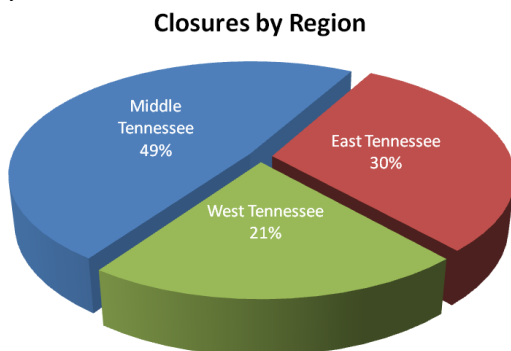


Forty-nine percent (49%) of all closures occurred in Middle Tennessee, with thirty percent (30%) from East Tennessee and (21%) from West Tennessee. The top seven counties for closures were Davidson (23), Shelby (15), Bedford (14), Rutherford (5), Montgomery (5) and Hamilton (6).

There were 75 cases closed for no cause, 18 withdrawals with resolutions, 6 withdrawals without resolutions, 3 closed because complainants failed to cooperate, 3 closed because they were untimely filed, and 3 closed because of lack of jurisdiction.

Thirteen (13) cases were conciliated. These complaints provided a total of \$12,558.00 in monetary benefits to complainants. Non-monetary benefits included receiving an opportunity to apply for housing, reinstatement of a lease agreement, and the granting of a modification or an accommodation.

The average age of closed cases was 165 days which was a decrease from 180 days in the previous fiscal year.



LEGAL DIVISION

The Legal Department is the in-house counsel for the Tennessee Human Rights Commission. The Legal team's main duties are providing legal advice and reviewing discrimination complaints for legal sufficiency at all stages of the investigative process and prosecuting cases where the Commission has found that there is reasonable cause to believe discrimination occurred. Other duties include providing guidance and training to staff and Commissioners; conducting reconsiderations of cases; monitoring legislation and court cases which may affect the Commission's mission; drafting rules to comply with any legislative changes; ensuring compliance of Conciliation Agreements entered in cases, and providing education to constituents, employers, housing providers and attorneys on the Tennessee Human Rights Act.



In the fiscal year 2008-2009, Legal reviewed and recommended for closure 503 cases, reviewed 507 investigative plans, conducted 44 reconsiderations, found reasonable cause in 6 cases, conciliated 5 cause cases and several pre-cause cases. Legal also prosecuted one case (housing) which led to an administrative hearing in March 2009 with a follow-up in June 2009. In December 2008, Legal filed amendments to the Commission's rules after approval by the Board of Commissioners. On April 30, 2009, the amended rules became final.

State and Federal Legislation and Notable Court Cases

State Legislation

The 2009 session of the 106th General Assembly of Tennessee convened on January 13, 2009, and adjourned on June 18, 2009. This fiscal year, several bills were introduced that had the potential to affect the Commission; however the three bills below were especially significant.

House Bill 1007/Senate Bill 0326, also known as "sunset" legislation, was passed by the Legislature and extends the Human Rights Commission's mission until June 30, 2011.

House Bill 0129/Senate Bill 0463 was signed into law on June 23, 2009. This bill transfers to Tennessee Human Rights Commission the responsibilities of monitoring compliance with Title VI of the Civil Rights Act of 1964. Title VI prohibits discrimination on the bases of race, color, or national origin in programs and



LEGAL DIVISION

activities receiving federal financial assistance. If a person is denied benefits or is excluded from participating in a federally funded program or service, then that person may file a complaint with Tennessee Human Rights Commission. The Tennessee Human Rights Commission shall also investigate allegations of non-compliance with Title VI.

House Bill 0480/Senate Bill 0469 failed in committee. This bill specifically stated that it is not a discriminatory practice under state law for an employer to institute an English-only policy in the employer's workplace based on business necessity.

Federal Legislation

This fiscal year, Congress passed the Americans with Disabilities Amendments Act of 2008 and the Lilly Ledbetter Fair Pay Act of 2009.

The **Americans with Disabilities Amendments Act (ADA) of 2008** was signed into law by President Bush on September 25, 2008, and became effective January 1, 2009. The amendments provide broader coverage to persons who face disability-based discrimination. The amendments overturn two previous U.S. Supreme Court decisions. Most notably, the amendments provide a nonexclusive list of examples of “*major life activities*” which were not listed in the original ADA, and the Act prohibits the consideration of mitigating measures such as medication (with the exception of glasses) when determining whether a person has a disability. These changes make it easier for an individual to meet the definition of disability under the ADA.

The **Lilly Ledbetter Fair Pay Act of 2009** was signed into law by President Obama on January 29, 2009. The Act amended the Civil Rights Act of 1964 and states that when filing an equal pay claim, the 180 day statute of limitations starts anew with each discriminatory paycheck received. This bill was in direct response to the U.S. Supreme Court’s decision in *Ledbetter v. Goodyear Tire & Rubber Co.* which found that the statute of limitations begins at the date the employee’s pay was agreed upon not at the date of the most recent paycheck.

U.S. Supreme Court Cases

The U.S. Supreme Court tackled six significant cases in the past year which specifically impact the laws enforced by our federal counterpart, EEOC.

Crawford v. Metropolitan Government of Nashville and Davidson County, Tennessee, January 26, 2009: The employer was conducting an internal investigation in sexual harassment allegations against a su-

LEGAL DIVISION

pervisor in which Ms. Crawford participated. When asked questions by the employer, she informed them that she had been harassed by the same supervisor. Soon thereafter, Ms. Crawford, a 30-year Metro employee, was terminated for embezzlement. The Court found, in a unanimous decision, that Title VII of the Civil Rights Act of 1964's anti-retaliation provision does protect an employee from being discharged because she cooperated with her employer's internal investigation of sexual harassment.

14 Penn Plaza LLC v. Pyett, April 1, 2009: A provision in a collective bargaining agreement that clearly and unmistakably requires union members to arbitrate Age Discrimination in Employment Act (ADEA) claims is enforceable as a matter of federal law.

AT&T Corporation v. Hulteen, May 18, 2009: This case was brought by four women who took their pregnancy leave in the years 1968-1976 before the Pregnancy Discrimination Act (PDA) was enacted in 1978. At the time, they were given less retirement credit for pregnancy leave than for medical leave. The Court found that an employer does not necessarily violate the PDA when it pays pension benefits calculated before the PDA was enacted.

Gross v. FBL Financial Services, Inc., June 18, 2009: Employees who sue their employers for age discrimination under the Age Discrimination in Employment Act (ADEA) must prove that age was the cause of an employment decision against them instead of just one of the factors in the adverse decision.

Ricci v. DeStefano, June 29, 2009: The City of New Haven, Connecticut's fire department decided not to use the results of a civil service test which was administered to applicants after the results showed that there was a disproportionately higher score for white applicants than minorities. The City felt they might be in violation of Title VII if they promoted the applicants based on the results. A group of white and Hispanic applicants sued the City. The Court found that the City's actions did constitute a violation of Title VII of the Civil Rights Act because there was not a "strong-basis-in-evidence" to prove that the City would have been liable for violating Title VII by using the test results.

HUD

In May 2009, HUD rejected Westchester (New York) County's five-year consolidation plan which effectively blocked the County from giving out \$15-20 million worth of federal grants to possible recipients in the area. Soon thereafter, Westchester County reached an agreement with HUD to restore the funding.

OUTREACH EVENTS

The Commission has long felt that education and outreach is a powerful tool in eliminating discrimination. This belief guides the Commission works with grassroots, faith based, private organizations, and state and federal agencies. Through these individual and coordinated efforts we have heightened awareness and provided training to Tennesseans about the civil rights laws enforced by the Commission.

To improve information about our services, we updated our brochure and improved our website. The website recorded more than 441,633 hits. We responded to 510 Spanish language telephone inquiries. We utilize the media in a variety of ways to communicate our message and inform the public including public service announcements on English and Spanish language radio and television programs and advertising in targeted media such as the Tennessee Black Pages. Four editorials were published in the Tennessean newspaper on the subjects of hate crimes, voting rights and THRC capabilities and operations. Communications staff and others in the agency participated in more than 68 outreach events with a diversity of organizations and partners. These included attending meetings, displaying the THRC exhibit and distributing information, presenting training, giving speeches or making presentations. Through these efforts, we estimate that we reached approximately 2 million persons with our message throughout the state of Tennessee.

The following is a listing of some of these events and programs.

◆ 25th Anniversary Commemoration of Commissioner R.E. Jones	Memphis, TN
◆ 38th Annual Community Relations Ceremony	Nashville, TN
◆ 9th Annual April 4th Foundation Annual Martin Luther King Commemoration	Memphis, TN
◆ 9th Annual Equality Coalition for Housing Opportunities (ECHO)	Knoxville, TN
◆ Annual Mexican Consul Visit to Nashville	Nashville, TN
◆ Annual Peruvian Consul Visit to Nashville	Nashville, TN
◆ CABLE Awards Ceremony	Nashville, TN
◆ Scarritt— Bennett Celebration of Cultures	Nashville, TN
◆ City of Chattanooga Power of One—Mayor's Luncheon	Chattanooga, TN
◆ City of Chattanooga Multicultural Affairs Housing Fair	Chattanooga, TN
◆ City of Chattanooga Office of Multi-Cultural Affairs Housing Luncheon	Chattanooga, TN

OUTREACH EVENTS

- ♦ Community Nashville “Walk as One” Nashville, TN
- ♦ Disability and Diversity Fair at Tennessee State University Nashville, TN
- ♦ Disability Days on the Hill Nashville, TN
- ♦ US Dept. of Justice unveiling of Community Relations Service Exhibit at the National Civil Rights Museum Memphis, TN

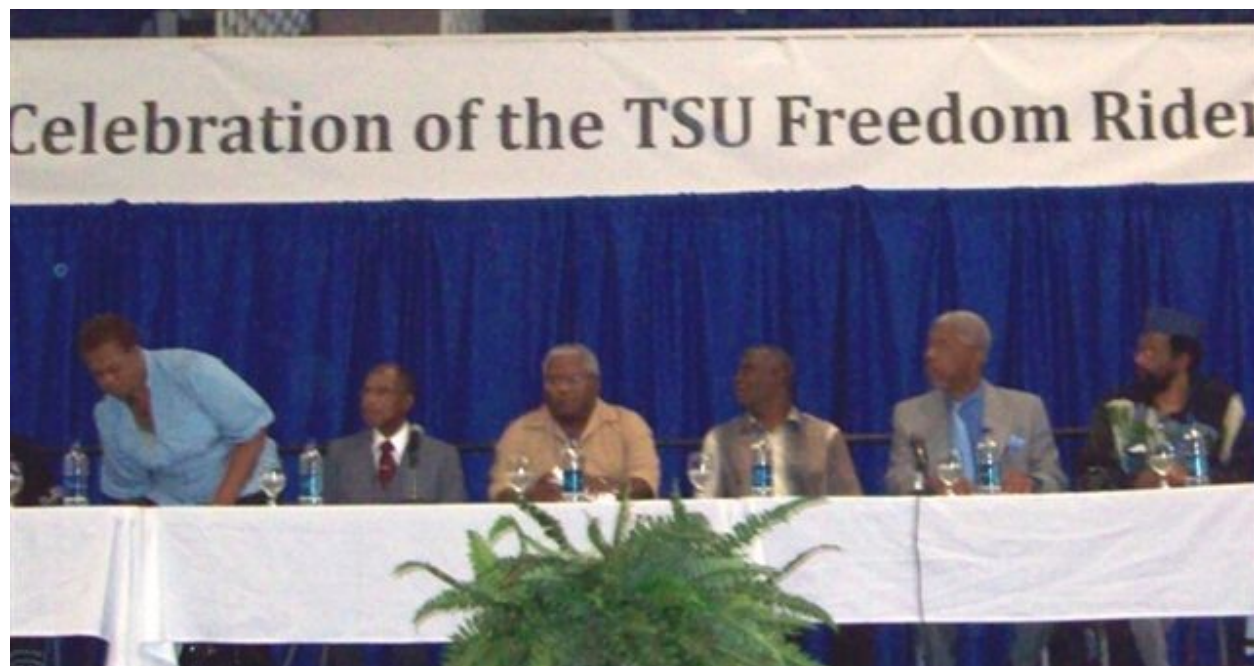


- ♦ ECHO Fair Housing Conference Knoxville, TN
- ♦ EEOC Black History Month Celebration Nashville, TN
- ♦ EEOC Memphis Area Convention Robinsonville, MS
- ♦ EEOC/THRC joint outreach Clarksville, TN
- ♦ Engaging Boys and Men Taskforce Nashville, TN
- ♦ Equality Coalition for Housing Opportunities Knoxville, TN
- ♦ Fair Housing Alliance of Greater Memphis-Housing Conference Memphis, TN
- ♦ Faith Day on the Hill Nashville, TN
- ♦ First Baptist Church Hispanic Discrimination Seminar Clarksville, TN

OUTREACH EVENTS

- ◆ Freedom Riders Degree Ceremony at Tennessee State University

Nashville, TN



- ◆ City of Franklin GAP Community Development Forum Franklin, TN
- ◆ Governors Housing Summit Nashville, TN
- ◆ Hispanic Organization Progress and Education Conference Clarksville, TN
- ◆ Helping Hands Senior Event Knoxville, TN
- ◆ Hispanic Heritage Culture Awards Nashville, TN
- ◆ Hispanic Heritage Month with Hispanic Chamber of Commerce Nashville, TN
- ◆ Hispanic Pathfinders Disability Conference Nashville, TN
- ◆ Interdenominational Ministers Fellowship Weekly Meetings Nashville, TN
- ◆ International Human Rights Day Nashville, TN
- ◆ International Visitors Leadership Program Memphis, TN
- ◆ International Association of Official Human Rights Agencies Conference Detroit, MI
- ◆ Knoxville Area Urban League Fair Knoxville, TN
- ◆ Latin Market Networking Session Nashville, TN
- ◆ Latino HIV/AIDS Conference Nashville, TN
- ◆ Latino II Festival Clarksville, TN

OUTREACH EVENTS

♦ Lipscomb University Hispanic Forum	Nashville, TN
♦ Longview Seventh Day Adventist Church Discrimination Seminar	Memphis, TN
♦ Memphis Urban League Awards	Memphis, TN
♦ Middle Tennessee Urban League	Nashville, TN
♦ Knoxville Martin Luther King Commemoration Commission	Knoxville, TN
♦ Mega Disability Conference on AIDS	Nashville, TN
♦ Morristown Hispanic Outreach	Morristown, TN
♦ NAACP Criminal Justice Seminar	Chattanooga, TN
♦ NAACP Day on the Hill	Nashville, TN
♦ NAACP Employee Rights Workshop	Nashville, TN
♦ NAACP Freedom Fund Ceremony	Columbia, TN
♦ NAACP Freedom Fund Ceremony	Bolivar, TN
♦ NAACP Freedom Fund Ceremony	Johnson City, TN
♦ NAACP Freedom Fund Ceremony	Nashville, TN
♦ NAACP Freedom Fund Ceremony	Paris, TN
♦ NAACP Hate Crimes Panel Discussion	Jackson, TN
♦ NAACP Image Awards	Nashville, TN
♦ NAACP National Day of Action Predatory Lending	Jackson, TN
♦ NAACP Oral History at Public Library	Nashville, TN
♦ NAACP Race Relations Summit	Clarksville, TN
♦ NAACP Race Relations Summit and Luncheon	Jackson, TN
♦ NAACP Ruby Hurley Image Awards	Chattanooga, TN
♦ NAACP Salute at Tennessee State University	Nashville, TN
♦ NAACP State conference with EEOC staff Exhibit	Clarksville, TN
♦ Nashville Area Hispanic Chamber of Commerce Hispanic Heritage	Nashville, TN
♦ Nashville Area Chamber of Commerce Annual Meeting	Nashville, TN
♦ Radio WHEW - Talk Show - Spanish - LaLey - 1380 AM	Franklin, TN
♦ Radio WMGC - Talk Show - Spanish - La Sabrosita- 810 AM	Nashville, TN

OUTREACH EVENTS

♦ Radio WMRB - Talk Show - 910 AM	Columbia, TN
♦ Radio WNPZ - Talk Show - 92.9 FM	Knoxville, TN
♦ Radio WNWS - Talk Show - 101.5 FM	Jackson, TN
♦ Small Business Administration Seminar Tennessee State University	Nashville, TN
♦ TN Society for Human Resource Management TN State Conference	Memphis, TN
♦ South Nashville Police Forum on Immigration—287(g)	Nashville, TN
♦ Southeastern Affordable Housing Management Association (SAHMA)	Pigeon Forge, TN
♦ SunTrust Bank Hispanic Heritage Month Ceremony	Nashville, TN
♦ Tennessee Alliance for Legal Services Conference	Manchester, TN
♦ Tennessee Association for Justice Convention	Memphis, TN
♦ Tennessee Dept. of Human Services Investigator Title VII Training	Nashville, TN
♦ Tennessee Education Association - Black History Forum	Nashville, TN
♦ Tennessee Immigrants & Refugee Rights Coalition American Dream	Nashville, TN
♦ Tennessee Immigrants & Refugee Rights Coalition Conference	Nashville, TN
♦ Tennessee Immigrants & Refugee Rights Coalition Forum	Johnson City, TN
♦ Tennessee Labor Management Conference	Nashville, TN



OUTREACH EVENTS



- | | |
|--|------------------|
| ◆ Tennessee Minority Development Council | Nashville, TN |
| ◆ Tennessee Technological University Black History Month Program | Cookeville, TN |
| ◆ Thurgood Marshall College Fund Awards | Nashville, TN |
| ◆ University of Tennessee Knoxville Library Committee | Knoxville, TN |
| ◆ Middle Tennessee State University Women's History Celebration | Murfreesboro, TN |
| ◆ Veteran's Affairs Administration Rights of Disabled Veterans | Johnson City, TN |
| ◆ Tennessee State University Women of Legend and Merit Awards | Nashville, TN |
| ◆ West Tennessee Legal Services Seminar | Johnson City, TN |
| ◆ Bellshire Elementary Festival | Nashville, TN |
| ◆ Annual C.E. McGruder Breakfast | Nashville, TN |

EMPLOYMENT LAW SEMINAR

On March 18, 2009, the annual Employment Law Seminar was held at the Willis Conference Center in Nashville, Tennessee. Executive Director Beverly Watts and Chair Patricia Pierce welcomed the 75 conference attendees.

The conference topics included the following:

- A comparison of laws and processes between THRC and EEOC;



- Age discrimination cases and generational issues in the workplace;
- Creative ways to resolve discrimination cases from an experienced advocate-mediator's perspective;
- “Seeing the World through our Expectations” - an overview of implicit bias;
- Americans with Disabilities Act Amendments: new federal laws involving disability; and
- 2008-2009 Employment Law Update.

Speakers who participated included Commission Deputy Director Tiffany Cox and General Counsel Shalini Rose; Kim Vance of Baker, Donelson, Bearman, Caldwell, & Berkowitz; Mark Travis of Wimberly, Lawson, Seale, Wright & Daves; Deidre Smith of EEOC; and Waverly Crenshaw of Waller, Lansden, Dortch & Davis. Kate Ranganath, a doctoral candidate at the University of Virginia’s Department of Psychology, gave a presentation that helped explain the concept of implicit bias.

The Tennessee Commission on Continuing Legal Education approved 6.25 general credits for all Tennessee attorneys who attended the conference. Attendee feedback from evaluations was very positive.



FAIR HOUSING MATTERS CONFERENCE

The 2009 Tennessee Fair Housing Matters Conference was held at the Embassy Suites Murfreesboro on April 2, 2009.

The Co-sponsors of this annual event included the following:

Tennessee Human Rights Commission; Tennessee Fair Housing Council; Metropolitan Development and Housing Agency; Tennessee Housing Development Agency; Metropolitan Human Relations commission; Tennessee Department of Economic and Community development; City of Murfreesboro Community Development Department; Tennessee Council on Developmental Disabilities; West Tennessee Legal Services.



The Mayor of Murfreesboro, Tommy Bragg, welcomed the audience of more than 150 to the conference and to Murfreesboro. James Perry, the Executive Director of the Greater New Orleans Fair Housing Action Center, spoke on "Fair Housing in the Aftermath of Disaster" as it related to the Katrina hurricane. David Berenbaum the Executive Vice-President of the National Community Reinvestment Coalition, an association of more than 600 community-based organizations, delivered the keynote speech on the "Continued Importance of Community Lending". During the luncheon, Ted Fellman, Executive Director of the Tennessee Housing Development Agency, presented a Fair Housing Month Proclamation by Tennessee Governor Phil Bredesen.

The conference workshops were conducted by local and state authorities on the following topics: Discrimination in Planning and Land Use; Design and Construction in Multifamily Housing - Implications for current Owners and Management; Responses to Foreclosure - Mitigation vs. Scams; Update on Reasonable Accommodations; Common Real Estate Ethics Complaints.



FAIR HOUSING MATTERS CONFERENCE



The Tennessee Real Estate Commission also approved a total of 8 hours of continuing education credits to meet the annual requirements for licensed realtors attending the conference.

Other fair housing events in which the commission participated included:

9th Annual Fair Housing Conference
Knoxville, TN

Greater Memphis Housing Conference
Memphis, TN

Chattanooga Apartment Association
Chattanooga, TN



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PHOTO IDENTIFICATION

Front Cover

(Left to Right-Top to Bottom)

- ◆ Tiffany Baker Cox- Deputy Director of the Tennessee Human Rights Commission
- ◆ Jocelyn Wurzburg- THRC Commissioner of West Tennessee
- ◆ Memphis City Mayor, A.C. Wharton, and a representative receiving an award from President Johnson Saulsberry of 4th Foundation in Memphis, TN
- ◆ Attorney Gordon Joyner at Fair Housing Seminar
- ◆ President Harold Carter, NAACP Jackson-Madison County, Beverly L. Watts THRC Executive Director, and Monroe Woods NAACP President of Bolivar, TN
- ◆ Commissioner Spencer Wiggins

Inside Front Cover

(Left to Right-Top to Bottom)

- ◆ THRC Executive Director, Beverly L. Watts, and Middle Tennessee State University Women's Center Director Terri Anderson
- ◆ Commissioner Ralph Davis of East Tennessee
- ◆ Panelist at the NAACP Convention discussing "Religious Views"

- ◆ Renee Smith, THRC Employment Investigator, and Barbara Gardner at the Juvenile Seminar in Chattanooga
- ◆ Debra Moser, EEOC Outreach Specialist, of the Memphis District Office
- ◆ Commissioner Stacy Garrett of Middle Tennessee
- ◆ Girl scouts at the 2008 Celebration of Cultures sponsored by Scarritt Bennett Nashville Tennessee
- ◆ Tiffany Baker Cox, THRC Deputy Director, assists a participant at the NAACP Chattanooga-Hamilton County juvenile seminar in Chattanooga, TN

Message from the Chair

- ◆ THRC Chair Patricia Pierce

Enforcement

- ◆ State Capitol Building in Nashville, Tennessee

Mediation

- ◆ THRC Deputy Director Tiffany Baker Cox and Mediators at the orientation of the First Annual Mediation Month at THRC.

PHOTO IDENTIFICATION

Housing Division

- ◆ James E. Davis, TN Human Rights Housing Director of Knoxville, Housing Seminar in Knoxville, TN

Legal Division

- ◆ Shay Rose, TN Human Rights Commission General Counsel, Employment Law Seminar in Nashville, TN

Outreach Events

(Left to Right-Top to Bottom)

- ◆ Ozell Sutton, Former Director of the US Dept. of Justice Community Relation Service Division and Beverly L. Watts TN Human Rights Executive Director
- ◆ The Celebration of the Tennessee State University Freedom Riders receiving their degree after their expulsion from Tennessee State University in the civil rights era.
- ◆ Exhibitors at the TN Management Labor conference held in Nashville, Tennessee
- ◆ Bill Ketron, TN Senator, Jim Ward, ADA Watch/NCDR President of Washington D.C. and an ARC representative at the Disability Day on the Hill breakfast in Nashville, Tennessee

Employment Law Seminar

(Left to Right-Top to Bottom)

- ◆ Kate Ranganath, University of Virginia

Psychologist at the TN Law Seminar in Nashville, TN

- ◆ Attendees at the TN Employment Law Seminar
- ◆ Kelly Sheeman, Assistant General Counsel, presents token of appreciation to EEOC Attorney Deirdre Smith at the TN Employment Law Seminar in Nashville, TN

Fair Housing Matters Conference

(Left to Right-Top to Bottom)

- ◆ Tracey McCartney, TN Fair Housing speaks to audience at the Fair Housing Matters Conference in Murfreesboro.
- (Seated) Esperanza Soriano-McCrary, THRC Communications Director
- ◆ Attendees of the Fair Housing Matters Conference listen to speakers
- ◆ Mayor of Murfreesboro, Tommy Bragg
- ◆ Esperanza Soriano-McCrary and speaker James Perry
- ◆ Recipients of Fair Housing Matters Awards
- ◆ Speaker Joshua Silver
- ◆ Attendees of the Fair Housing Matters Conference listen to speakers

PHOTO IDENTIFICATION

Inside Back Cover

(Left to Right-Top to Bottom)

- ◆ Beverly L. Watts, THRC Executive Director and Phil Bredesen, Tennessee Governor, Governor Bredesen presents the 2009 Housing Proclamation.
- ◆ Bill Durl of HUD and Mayor Tommy Bragg of Murfreesboro, Tennessee
- ◆ AJ Starling- THRC Commissioner of Middle Tennessee
- ◆ Exhibit at the Nashville Main Library Civil Rights Room in Nashville, Tennessee

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- ◆ Beverly L. Watts, THRC Executive and Director Beverly Cosley of the Chattanooga Office of Multi Affairs Housing Conference

- ◆ Patricia Pierce, Chair of the THRC, speaking at the Employment Law Conference

- ◆ Tennessee Human Rights Commissioners

(Seated) Yusuf Hakeem, Jocelyn Wurzburg, Stacey Garrett, and Ruby Miller

(Standing) Edwin Osborne, David Cocke, A.J. Starling, Spencer Wiggins, Ralph Davis, Patricia Pierce, Bishop Joseph Walker III

(Not pictured, Commissioners Karla Hewitt, Nathan Pride, Dennis Blalock, and Robert E. Jones)

- ◆ Ozell Sutton, former Director of the US Dept of Justice Community Relations Service Division

- ◆ Beverly L. Watts, Executive Director of the TN Human Rights Commission





Tennessee
Human Rights
Commission

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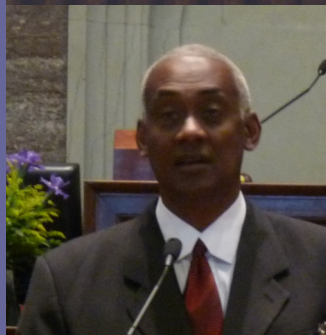
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TENNESSEE HUMAN RIGHTS COMMISSION
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